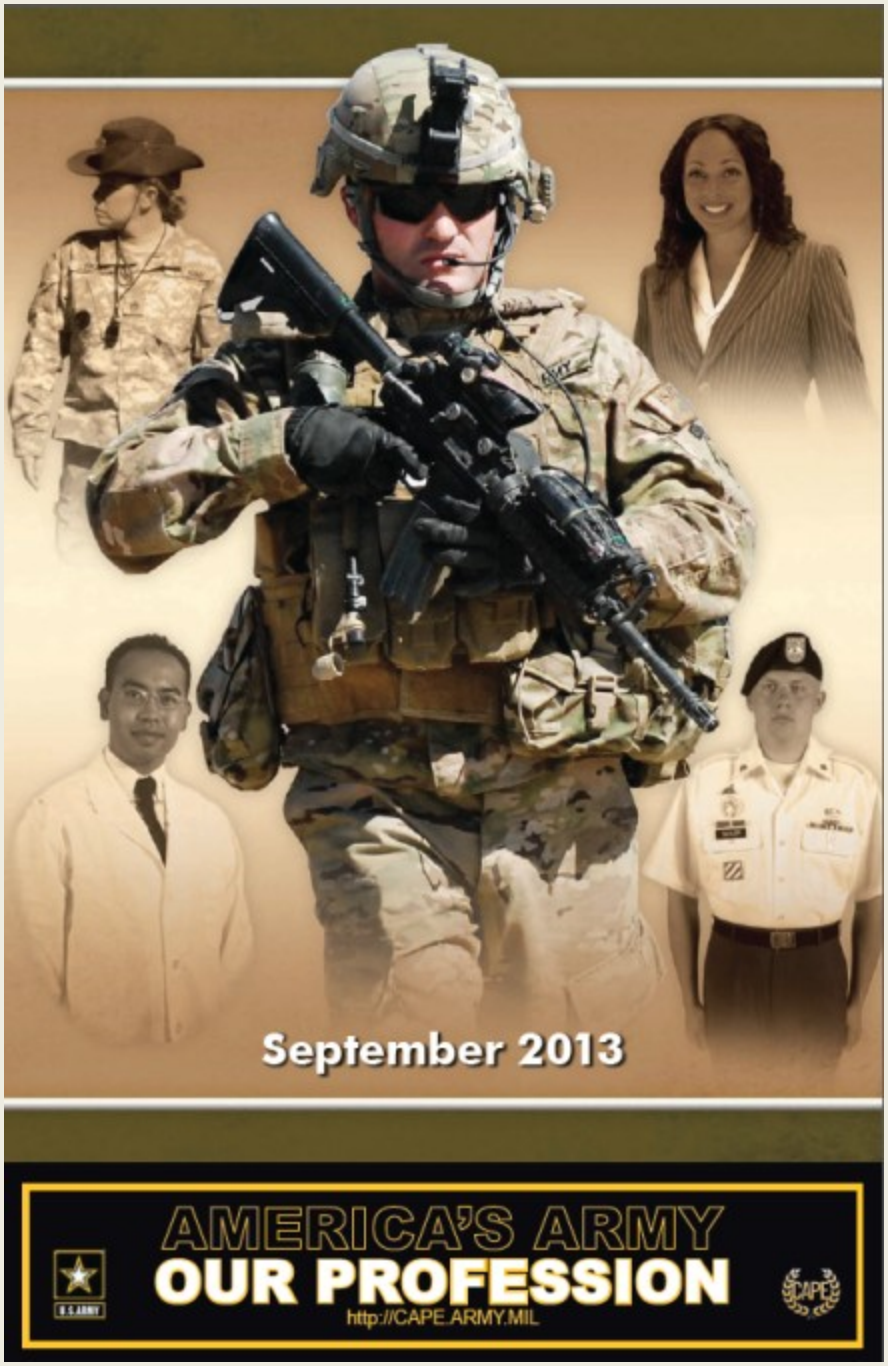



# Command Responsibilities to be Stewards of the Army Profession

# America's Army – Our Profession

**<u>Army Profession:</u> A unique vocation of experts certified in the design, generation, support, and ethical application of landpower, serving under civilian authority and entrusted to defend the Constitution and the rights and interests of the American people.**

# *America's Army – Our Profession*

## Five Essential Characteristics of the Army Profession

**Military Expertise**

Our Ethical Application of Landpower

**Honorable Service**

Our Noble Calling to Service and Sacrifice

**Trust**

**The Bedrock of our Profession**

**Esprit de Corps**

Our Winning Spirit

**Stewardship of the Profession**

Our Long Term Responsibility

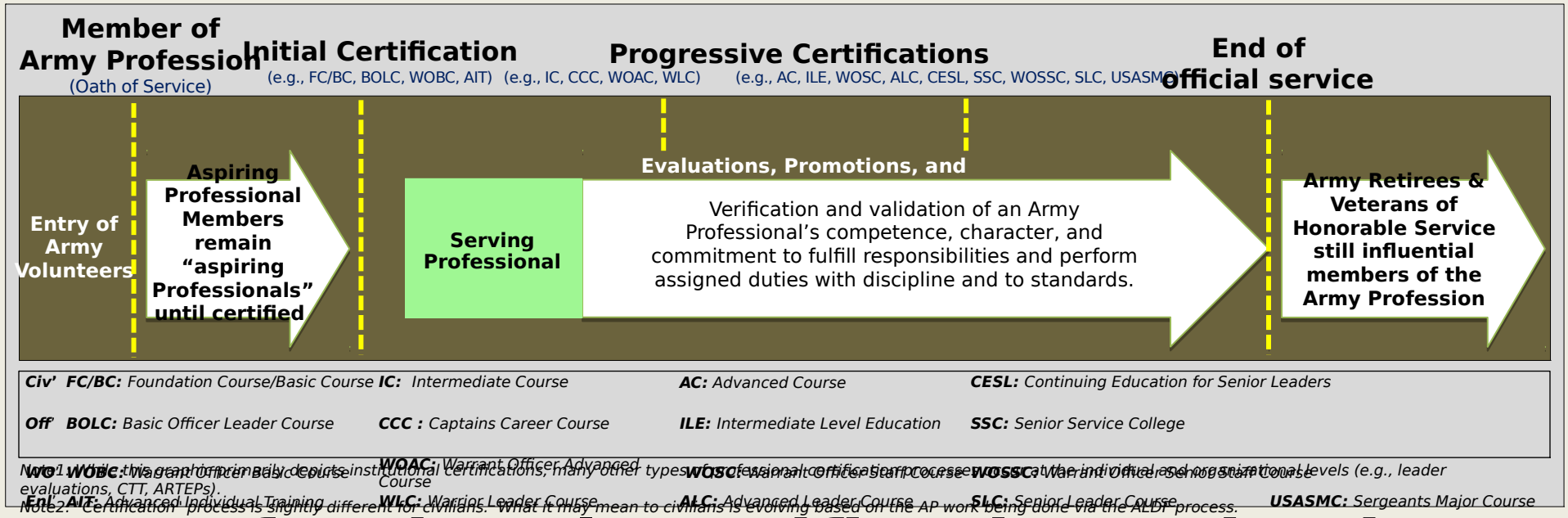
**Trust between Soldiers**
**Trust between Soldiers and Leaders**
**Trust between Soldiers, their Families and the Army**
**Trust between the Army and the American People**

Loyalty • Duty • Respect • Selfless Service • Honor • Integrity • Personal Courage

**Ethical Foundation: Legal and Moral**

# Professional Certification Process

## Competence, Character, Commitment


Member of Army Profession
(Oath of Service)
Initial Certification
(e.g., FC/BC, BOLC, WOBC, AIT)
Progressive Certifications
(e.g., IC, CCC, WOAC, WLC)
(e.g., AC, ILE, WOSC, ALC, CESL, SSC, WOSSC, SLC, USASMC)
End of official service
Entry of Army Volunteers
Aspiring Professional Members remain "aspiring Professionals" until certified
Serving Professional
Evaluations, Promotions, and
Verification and validation of an Army Professional's competence, character, and commitment to fulfill responsibilities and perform assigned duties with discipline and to standards.
Army Retirees & Veterans of Honorable Service still influential members of the Army Profession

***Civ' FC/BC:*** *Foundation Course/Basic Course* ***IC:*** *Intermediate Course* ***AC:*** *Advanced Course* ***CESL:*** *Continuing Education for Senior Leaders*

***Off' BOLC:*** *Basic Officer Leader Course* ***CCC :*** *Captains Career Course* ***ILE:*** *Intermediate Level Education* ***SSC:*** *Senior Service College*

***WOBC:*** *Warrant Officer Basic Course* ***WOAC:*** *Warrant Officer Advanced Course* ***WOSC:*** *Warrant Officer Staff Course* ***WOSSC:*** *Warrant Officer Senior Staff Course*

***En' AIT:*** *Advanced Individual Training* ***WLC:*** *Warrior Leader Course* ***ALC:*** *Advanced Leader Course* ***SLC:*** *Senior Leader Course* ***USASMC:*** *Sergeants Major Course*

*Note1: While this graphic primarily depicts institutional certifications, many other types of professional certification processes occur at the individual and organizational levels (e.g., leader evaluations, CTT, ARTEPs).*

*Note2: "Certification" process is slightly different for civilians. What it may mean to civilians is evolving based on the AP work being done via the ALDP process.*

# Professional Certification Criteria

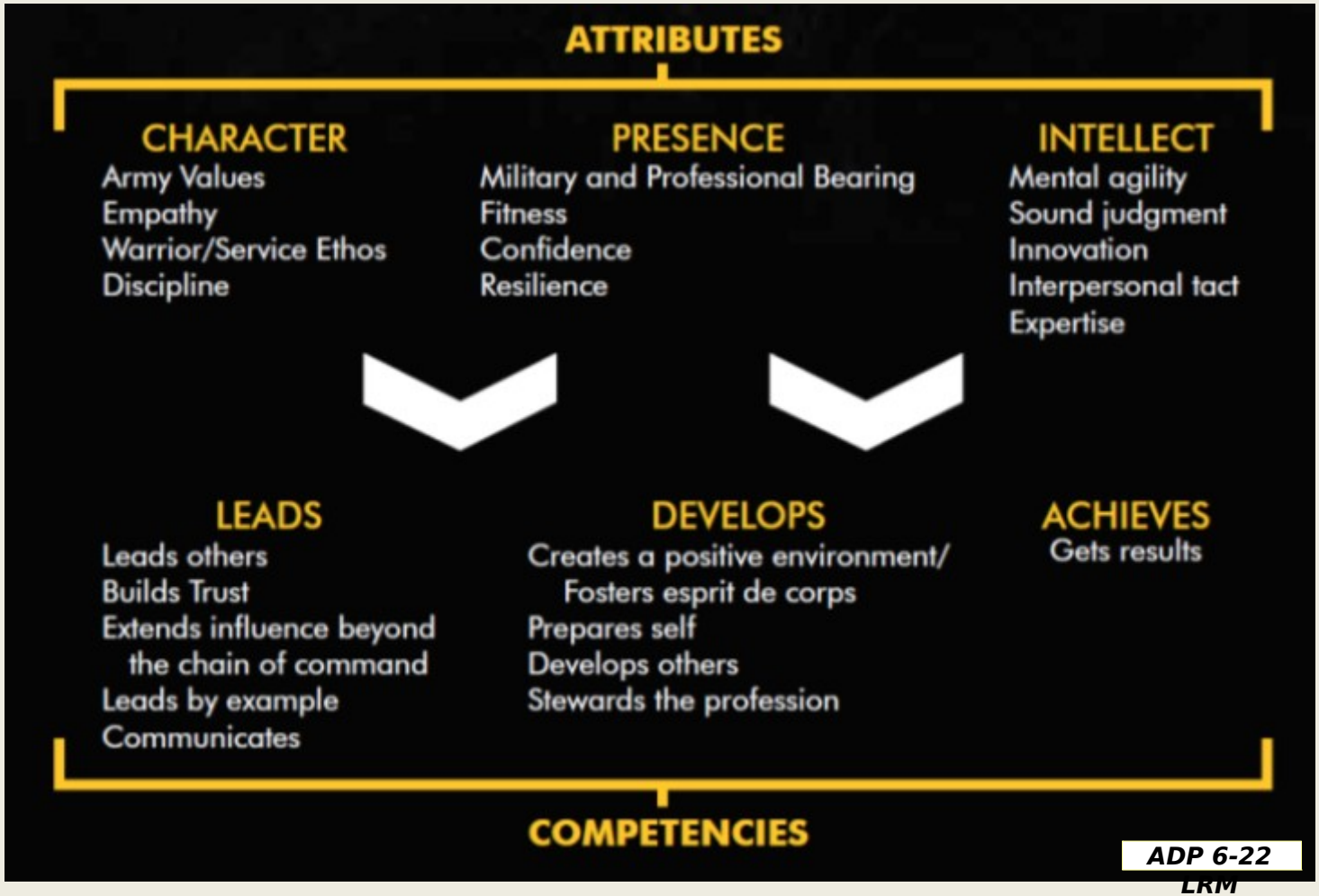
***COMPETENCE***: An Army professional's demonstrated ability to successfully perform their duties and to accomplish the mission with discipline and to standard (Military Expertise).

***CHARACTER***: An Army professional's dedication and adherence to the Army values, virtues, purpose, identity, ethics, and morals as consistently and faithfully demonstrated in decisions and actions (Honorable Service).

***COMMITMENT***: The resolve of Army professionals to contribute Honorable Service to the Nation, to perform their duties with discipline and to standards, and to strive to successfully and ethically accomplish the mission despite adversity, obstacles, and challenge.

# Individual Attributes and Competencies

***Leaders are Professionals;***
***all Professionals practice formal and***




**The Army Leader Requirements Model - Update to ADP 6-22**

*(One of several ways to operationalize Professional certification criteria)*

# Army Professional

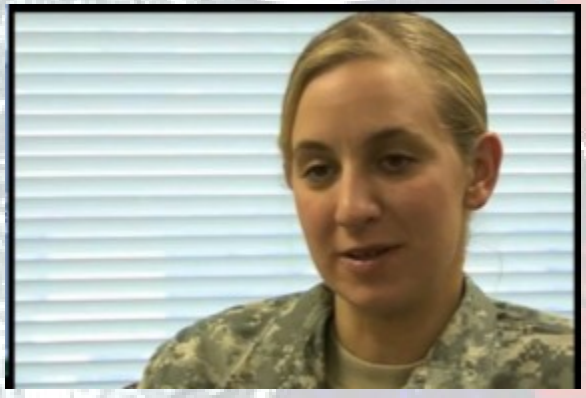
***An Army professional is a member of the Army Profession who meets the Army's certification criteria of competence, character, and commitment.***

- Uniformed and civilian, an Army Professional is an expert certified within the Profession and bonded with comrades in a shared identity and culture of sacrifice and service to the Nation.
- An Army Professional is one who acts as a steward of the Army Profession while adhering to the highest standards of the Army Ethic.

# Stewardship of the Army Profession

Moral Workspace

“exceptional and unremitting responsibility.”



# Army Leaders as Stewards

## Self Regulate and Self Generate

# Army Leaders as Stewards

"responsible for developing and improving the organization for the short and long term."

# Our Army Profession

**Army Profession**
A unique vocation of experts certified in the design, generation, support, and ethical application of land combat power, serving under civilian authority and entrusted to defend the Constitution and the rights and interests of the American people.

*Communities of Practice*

**Profession of Arms**
Comprised of the uniformed members of the Army Profession.

**Army Civilian Corps**
Comprised of the non-uniformed Department of the Army Civilian members of the Army Profession.

**Army Professional**
A member of the Army Profession who meets the Army's professional certification criteria (competence, character, and commitment).

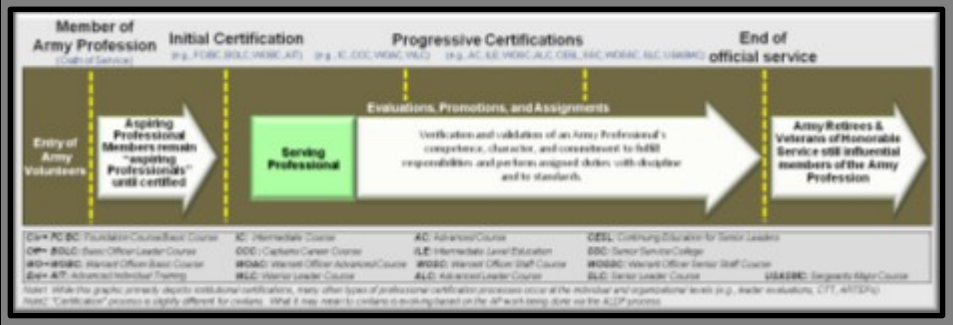
## Essential Characteristics of the Army Profession

Military Expertise
Honorable Service
Trust
Esprit de Corps
Stewardship of the Profession
Our Ethical Application of Landpower
Our Noble Calling to Service and Sacrifice
The Bedrock of our Profession
Our Winning Spirit
Our Long Term Responsibility
Trust between Soldiers
Trust between Soldiers and Leaders
Trust between Soldiers, their Families and the Army
Trust between the Army and the American People
Loyalty • Duty • Respect • Selfless Service • Honor • Integrity • Personal Courage
Ethical Foundation: Legal and Moral

## The Framework of the Army Ethic

| | Legal Foundations *(codified)* | Moral Foundations |
|---|---|---|
| **Army as Profession** *(Values/norms for performance of collective institution)* | **Legal-Institutional**<br>The U.S. Constitution<br>~~Title 5, 10, 26, U.S. Code~~<br>Treaties of which U.S. is party<br>Status of Forces Agreements<br>Law of Land Warfare | **Moral-Institutional**<br>The U.S. Declaration of ~~Independence~~<br>Just War Tradition<br>Army Culture – "Can-do"<br>Trust Relationships of the Profession |
| **Individual as Professional** *(Values/norms for performance of individual professionals)* | **Legal-Individual**<br>Oath of:<br>Enlistment<br>Commission<br>Office<br>U.S. Code – Standards of Exemplary Conduct<br>Uniform Code of Military Justice<br>Army Regulations<br>Rules of Engagement<br>Soldier's Rules | **Moral-Individual**<br>Universal Norms:<br>Accepted Human Rights<br>Golden Rule<br>Creed & Mottos:<br>Duty, Honor, Country<br>NCO Creed, Civilian Creed<br>7 Army Values<br>Soldiers Creed, Warrior Ethos |

## Professional Certification Process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## Professional Certification Criteria

***COMPETENCE*** *in the performance of duty*

***CHARACTER*** *demonstrated in decisions and actions*

***COMMITMENT*** *to the mission despite risk, challenge & adversity*

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